

**Oak Ridge Reservation Cleanup Contract – Final Request For Proposal, Industry Questions and Answers**  
**Solicitation Number 89303319REM000047**  
**Posting No. 3, Questions 65 - 69**

No.	RFP Section	RFP Sub-Section	Subject/Title	Page Number	Industry Comment/Question	DOE Response																				
65	N/A	N/A	N/A	N/A	We request details on the site personnel demographics such as the total number of incumbent employees and total number of union employees.	<p>Data as of December 31, 2020:</p> <table><thead><tr><th></th><th>Salary Count</th><th>BU Count</th><th>Bldg Trades</th><th>All Emps Count</th></tr></thead><tbody><tr><td>Totals</td><td>353</td><td>309 *</td><td>495</td><td>1157</td></tr></tbody></table> <p>*There are no longer any USW-represented employees; the represented number is the ATLC.</p> <table><tbody><tr><td>Staff Aug:</td><td>Total</td></tr><tr><td></td><td>697</td></tr></tbody></table> <table><tbody><tr><td>UCOR:</td><td>1157</td></tr><tr><td>Staff Aug:</td><td>697</td></tr><tr><td>Total:</td><td>1854</td></tr></tbody></table> <p>The streamlined End State Contracting Model is set up for offerors to only propose on Task Order 1 - Transition. Section L, Attachment L-6 includes the labor categories and base hourly rates required for proposal preparation purposes. Additional information, not already provided, is not needed to propose on the Transition Task Order. However, this information will be available to the successful offeror during transition.</p>		Salary Count	BU Count	Bldg Trades	All Emps Count	Totals	353	309 *	495	1157	Staff Aug:	Total		697	UCOR:	1157	Staff Aug:	697	Total:	1854
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66	H	H.4	Current ORRCC Employee Head Counts	H-2	What is the size of the employee population covered under this contract in terms of incumbent exempt employees and incumbent employees covered under Service Contract Labor Standards? What is the number of full time employees and subcontract employees? What are the employee counts provided under each of the labor agreements and are there any other agreements? - United Steel Local 9-288 - Construction Labor Agreement - Atomic Trades and Labor Council Agreement - Y-12 - Atomic Trades and Labor Council Agreement - ETPP - Atomic Trades and Labor Council Agreement – ORNL	<p>Section L, Attachment L-6 includes the labor categories and base hourly rates required for proposal preparation purposes. See the response to number 65, above. In addition, there is information available on the ORRCC procurement website associated with Contractor Human Resource Management, within the documents library.</p> <p>United Steel collective bargaining agreement is no longer in place. The incumbent (ETTP) contractor does not employ any USW represented employees.</p> <p>The information requested that is not already provided is not needed to propose on the Transition Task Order. However, this information will be available to the successful offeror during transition.</p>																				

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67	H	H.6 and H.7	Benefits Plan	H-14	<p>What is the current composition of the employee population covered under ORRCC benefit plans?</p> <table><thead><tr><th></th><th>Non-Grandfathered</th><th>Grandfathered</th></tr></thead><tbody><tr><td>Oak Ridge Incumbent Full Time</td><td></td><td></td></tr><tr><td>Oak Ridge Incumbent Part Time</td><td></td><td></td></tr><tr><td>Oak Ridge Union</td><td></td><td></td></tr><tr><td>Oak Ridge Subcontractor</td><td></td><td></td></tr><tr><td>Paducah Incumbent</td><td></td><td></td></tr><tr><td>Paducah Union</td><td></td><td></td></tr><tr><td>Paducah Subcontractor</td><td></td><td></td></tr><tr><td>Portsmouth Incumbent</td><td></td><td></td></tr><tr><td>Portsmouth Union</td><td></td><td></td></tr><tr><td>Portsmouth Subcontractor</td><td></td><td></td></tr></tbody></table>		Non-Grandfathered	Grandfathered	Oak Ridge Incumbent Full Time			Oak Ridge Incumbent Part Time			Oak Ridge Union			Oak Ridge Subcontractor			Paducah Incumbent			Paducah Union			Paducah Subcontractor			Portsmouth Incumbent			Portsmouth Union			Portsmouth Subcontractor			<p>Data as of January 1, 2021:</p> <table><thead><tr><th></th><th>Non-Grandfathered</th><th>Grandfathered</th><th>Total</th></tr></thead><tbody><tr><td>Oak Ridge Incumbent Full Time salaried</td><td>262</td><td>91</td><td>353</td></tr><tr><td>Oak Ridge Incumbent Part Time Salaried*</td><td>0</td><td>0</td><td>0</td></tr><tr><td>Oak Ridge Union</td><td>769</td><td>35</td><td>804</td></tr><tr><td>Oak Ridge Subcontractor</td><td>697</td><td>0</td><td>697</td></tr><tr><td>Paducah Incumbent Salaried</td><td>448</td><td>16</td><td>464</td></tr><tr><td>Paducah Union</td><td>393</td><td>54</td><td>447</td></tr><tr><td>Paducah Subcontractor</td><td>194</td><td>0</td><td>194</td></tr><tr><td>Portsmouth Incumbent Salaried</td><td>766</td><td>20</td><td>786</td></tr><tr><td>Portsmouth Union</td><td>724</td><td>90</td><td>814</td></tr><tr><td>Portsmouth Subcontractor</td><td>394</td><td>0</td><td>394</td></tr></tbody></table> <p>* Don't have data broken out by full and part time</p>		Non-Grandfathered	Grandfathered	Total	Oak Ridge Incumbent Full Time salaried	262	91	353	Oak Ridge Incumbent Part Time Salaried*	0	0	0	Oak Ridge Union	769	35	804	Oak Ridge Subcontractor	697	0	697	Paducah Incumbent Salaried	448	16	464	Paducah Union	393	54	447	Paducah Subcontractor	194	0	194	Portsmouth Incumbent Salaried	766	20	786	Portsmouth Union	724	90	814	Portsmouth Subcontractor	394	0	394
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68	H	H.4	Subcontractors	H-2	<p>A. Please provide a list of subcontracts and a short description of their work scopes.</p> <p>B. Please identify staff augmentation subcontractors and the number of staff augmentation personnel assigned.</p> <p>C. Please identify subcontractors that have benefits flow down requirements.</p> <p>D. Please identify subcontractors that have grandfathered employees and the number of grandfathered employees.</p> <p>E. What services are subcontracted?</p> <p>F. Is there any union labor or non-manual personnel provided to any subcontractors?</p>	<p>See the responses to numbers 65 and 67, above. Section L, Attachment L-6 includes the labor categories and base hourly rates required for proposal preparation purposes. In addition, there is information available on the ORRCC procurement website associated with Contractor Human Resource Management, within the documents library. The information requested that is not already provided is not needed to propose on the Transition Task Order. However, this information will be available to the successful offeror during transition.</p>																																																																													
69	H	H.14(b)	Adoption of Existing Business Systems	H-28	<p>Section H.14 (b) states, “If the Contractor plans to adopt any existing business system from the previous Contractor, the Contractor is responsible for the system and shall comply with the system requirements and criteria required in that specific business system clause.”</p> <p>Question: To enable offerors to prepare accurate transition cost estimates, can DOE provide a complete list of existing business systems not listed in RFP Section J-8 that offerors may consider adopting from the incumbent contractor (e.g., those used for Accounting; HR management and transitioning of incumbent labor, including PeopleSoft modules currently in use, applicant tracking, benefit plan management, performance management, reporting and analytics, employee self-service, training, time and attendance, and payroll; Procurement; Property; EVMS; etc.)?</p>	<p>Information regarding the business systems that offerors may consider adopting from the incumbent (ETTP) contractor has been posted to the Documents library, under Section N, Business System Information.</p>																																																																													